




# **EQUALITY IMPACT ASSESSMENT/ ANALYSIS (EqIA)**

Warwickshire Fire and Rescue Service – IRMP 2017-2020

# Warwickshire County Council

## Equality Impact Assessment/ Analysis (EqIA)

<b>Group</b>	<b>Fire and Rescue Service</b>
<b>Business Units/Service Area</b>	<b>Response</b>
<b>Plan/ Strategy/ Policy/ Service being assessed</b>	<b>IRMP 2017-2020</b>
<b>Is this is a new or existing policy/service? If existing policy/service please state date of last assessment</b>	<b>It is a new proposal.</b>
<b>EqIA Review team – List of members</b>	<b>Rachel Barnes, Dave Pemberton</b>
<b>Date of this assessment</b>	<b>31<sup>st</sup> March 2017</b>
<b>Signature of completing officer (to be signed after the EqIA has been completed)</b>	
<b>Are any of the outcomes from this assessment likely to result in complaints from existing services users and/ or members of the public? If yes please flag this with your Head of Service and the Customer Relations Team as soon as possible.</b>	<b>NO</b>
<b>Name and signature of Head of Service (to be signed after the EqIA has been completed)</b>	<b>DCFO Rob Moyney</b> 
<b>Signature of GLT Equalities Champion (to be signed after the EqIA is completed and signed by the completing officer)</b>	

**A copy of this form including relevant data and information to be forwarded to the Group Equalities Champion and the Corporate Equalities & Diversity Team**



Working for  
Warwickshire

## Form A1

### INITIAL SCREENING FOR STRATEGIES/POLICIES/FUNCTIONS FOR EQUALITIES RELEVANCE TO ELIMINATE DISCRIMINATION, PROMOTE EQUALITY AND FOSTER GOOD RELATIONS



High relevance/priority



Medium relevance/priority



Low or no relevance/ priority

**Note:**

1. Tick coloured boxes appropriately, and depending on degree of relevance to each of the equality strands
2. Summaries of the legislation/guidance should be used to assist this screening process

Business Unit/Services: Fire & Rescue	Relevance/Risk to Equalities																										
	Gender			Race			Disability			Sexual Orientation			Religion/Belief			Age			Gender Reassignment			Pregnancy/ Maternity			Marriage/ Civil Partnership (only for staff)		
State the Function/Policy /Service/Strategy being assessed: IRMP 2017-2020	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Staff Impacts IRMP 2017-2020		✓			✓			✓			✓			✓			✓			✓			✓			✓	
Community Impacts IRMP 2017-2020			✓			✓			✓			✓			✓			✓			✓			✓			✓
Are your proposals likely to impact on social inequalities e.g. child poverty for example or our most geographically disadvantaged communities? If yes please explain how. <b>We plan to maintain our level of emergency response to the public through our proposals, whilst delivering savings.</b>																							NO				
Are your proposals likely to impact on a <b>carer</b> who looks after older people or people with disabilities?																							NO				

**Form A2 – Details of Plan/ Strategy/ Service/ Policy**

<b><u>Stage 1 – Scoping and Defining</u></b>	
(1) What are the aims and objectives of Plan/Strategy/Service/Policy?	<p>The Integrated Risk Management Plan (IRMP) sets out the vision of Warwickshire Fire and Rescue Service (WFRS) for 2017-2020. It recognises the significant changes already made to deliver a cost effective, fit for purpose service, and the further challenges we face moving forward.</p> <p>The IRMP summarises how, through effective planning, we consider all fire and rescue service-related risks within our communities and how we aim to respond to them, making the most effective use of our people, resources and equipment. It also outlines the need to continue to deliver savings, as part of the WCC One Organisational Plan (OOP2020). The proposals seek to find more efficient and effective ways of managing the risks with Warwickshire, and to increase the social value provided to the public.</p> <p>The high level proposals include:</p> <ol style="list-style-type: none"> <li>1. Identify further opportunities to develop collaborative working with other blue light services to enhance efficiency, effectiveness and public safety;</li> <li>2. Review the number, location and resourcing of our fire stations and fire engines;</li> <li>3. Maximise the flexibility and utility of our workforce;</li> <li>4. Develop the use of emerging technology; and</li> <li>5. Use our capacity to improve wider community health and social care outcomes.</li> </ol>
(2) How does it fit with Warwickshire County Council's wider objectives?	<p>The IRMP is in line with the overall aim of the Service: <i>To protect the community and make Warwickshire a safer place to live, whilst ensuring that resources are utilised to their best effect.</i></p> <p>It also supports 'Going for Growth' by making communities and businesses sustainable and safe from fire and other emergencies, and delivery of the Council's ambitions and aims for safety and protection.</p>

(3) What are the expected outcomes?	To make sure that WFRS contributes to balancing the County Council's budget, that statutory duties are fulfilled as set out in various acts including the Fire and Rescue Services Act 2004 and the Civil Contingencies Act 2004, that agreed levels of performance are maintained and that our firefighters are provided with the necessary equipment, training, systems and policies to help keep them safe.
(4) Which of the groups with protected characteristics is this intended to benefit? (see form A1 for list of protected groups)	WFRS services are intended to benefit all; in relation to responding to emergencies, preventing emergencies and protecting the public, and supporting and developing our staff. Through the IRMP we plan and maintain our service to the public, and in particular continue to target the more vulnerable members of our communities through our prevention and protection work. Strengthening our work with partners should improve outcomes in this area. A potential merger, alliance or other commissioning model for the Service could also maintain an effective response to the public whilst delivering savings.
<b><u>Stage 2 - Information Gathering</u></b>	
(1) What type and range of evidence or information have you used to help you make a judgement about the plan/ strategy/ service/ policy?	Formative public and business consultation, fire specific demographic predictions from the Warwickshire Observatory, historical reports including the Quality of Life report, community fire safety strategic assessment, service demand information, survey result reports, Census data, other Fire and Rescue Services' Risk Management Plans, and local and national performance information and financial reports (all considered within the Warwickshire Risk Profile 2016). Warwickshire County Council's One Organisational Plan, WFRS Outturn Report, National Risk Assessment, Community Risk Register, The National Framework and CFOA Operational Assurance.
(2) Have you consulted on the plan/ strategy/ service/policy and if so with whom?	There has been consultation with the WFRS management team. Full public, staff and partner agency consultation on our draft IRMP and Action Plan 2017/18 was undertaken from 9th January to 10th March 2017. The results of the consultation have been analysed and used to shape our plans, and any appropriate actions added to the action plan attached to this EqlA. Further consultation will be undertaken as necessary for all future Action Plans.

(3) Which of the groups with protected characteristics have you consulted with?

Equality monitoring of consultation participants was undertaken as part of the consultation process carried out in January to March 2017. This included consideration of all the Protected Characteristics. Statistical data was collected to monitor whether consultation was reflective of the population across Warwickshire.

<b>Stage 3 – Analysis of impact</b>			
(1) From your data and consultations is there any adverse or negative impact identified for any particular group which could amount to discrimination? If yes, identify the groups and how they are affected.	<p><b>RACE</b></p> <p><b>Staff Impacts:</b> A loss of staff or change of working system through the proposals could impact on some within this group i.e. those who may already have lower representation within the workforce.</p> <p><b>No community impact</b> identified for this group.</p>	<p><b>DISABILITY</b></p> <p><b>Staff Impacts:</b> A loss of staff or change of working system through the proposals could impact on some within this group i.e. those who may already have lower representation within the workforce.</p> <p><b>No community impact</b> identified for this group.</p>	<p><b>GENDER</b></p> <p><b>Staff Impacts:</b> A loss of staff or change of working system through the proposals could impact on some within this group i.e. those who may already have lower representation within the workforce.</p> <p><b>No community impact</b> identified for this group.</p>
	<p><b>MARRIAGE/CIVIL PARTNERSHIP</b></p> <p>No impact identified</p>	<p><b>AGE</b></p> <p>A loss of staff or change of working system through the proposals could impact on some within this group i.e. those who may already have lower representation within the workforce.</p>	<p><b>GENDER REASSIGNMENT</b></p> <p>No impact identified</p>
	<p><b>RELIGION/BELIEF</b></p> <p>No impact identified</p>	<p><b>PREGNANCY/MATERNITY</b></p> <p>A loss of staff or change in working system through the proposals could impact on this group, particularly those currently on maternity leave.</p>	<p><b>SEXUAL ORIENTATION</b></p> <p>No impact identified</p>

<p>(2) If there is an adverse impact, can this be justified?</p>	<p>WFRS will monitor and consider any impacts of staff loss to reduce the impact of a disproportionate effect in any particular group. Whilst we will continue to monitor staffing levels within the protected characteristic groups, we do not consider that any actions undertaken will amount to discrimination. Consideration and review of those affected by different duty systems where they are in a caring capacity for family members/children will be needed.</p> <p><b>Response</b> The main driver for the changes is the need maintain an effective service to our communities whilst achieving a reduction in the revenue budget.</p> <p><b>Community / Customer Impact</b> The proposals may improve our prevention and protection work in the community, by widening the range of preventative services we offer through collaborative working. The proposal to provide greater social value will contribute to improved community health and well-being.</p> <p><b>Staffing Impact</b> Where proposals result in a reduction in posts, WFRS will seek to achieve reductions through the normal retirement profile wherever possible.</p>
<p>(3) What actions are going to be taken to reduce or eliminate negative or adverse impact? (this should form part of your action plan under Stage 4.)</p>	<p>Full public and staff consultation exercises have been carried out to inform the public and staff of the issues and gather their comments. In light of the findings from consultation, we have reviewed our plans. Further consultation will be undertaken as necessary for all future Action Plans.</p>
<p>(4) How does the plan/strategy/service/policy contribute to promotion of equality? If not what can be done?</p>	<p>The plan, with its proposals to widen the social value provided by WFRS, could provide improved outcomes for service users and communities, through for example, tackling health inequalities.</p>
<p>(5) How does the plan/strategy/service/policy promote good relations between groups? If not what can be done?</p>	<p>N/A</p>



(6) Are there any obvious barriers to accessing the service? If yes how can they be overcome?	No, the services are available for all to access.
(7) What are the likely positive and negative consequences for health and wellbeing as a result of this plan/strategy/service/policy?	The proposal to seek ways for WFRS to contribute to the wider health and social care needs of the community could be a significant benefit to health and well-being. There may be a negative impact on the well-being of staff due to changes. This will be monitored and managed carefully.
(8) What actions are going to be taken to reduce or eliminate negative or adverse impact on population health? (This should form part of your action plan under Stage 4.)	If future changes to the response model affect the Service's ability to attend and undertake fire prevention activities, WFRS will seek to reduce this risk by targeting the most vulnerable people in the community and using alternative methods for carrying out community safety activities.
(9) Will the plan/strategy/service/policy increase the number of people needing to access health services? If so, what steps can be put in place to mitigate this?	No
(10) Will the plan/strategy/service/policy reduce health inequalities? If so, how, what is the evidence?	WFRS will strive to maintain an effective response to incidents to help protect the public, including the most vulnerable and those at risk of health inequalities. A potential merger, alliance or other commissioning model may increase organisational capacity and enhance opportunities to develop differential services e.g. services for children, services for vulnerable persons, specialist access and building adaptations and community safety installations for particular needs. These changes would help to reduce health inequalities.

<b>Stage 4 – Action Planning, Review &amp; Monitoring</b>					
<p>If No Further Action is required then go to – Review &amp; Monitoring</p> <p>(1) Action Planning – Specify any changes or improvements which can be made to the service or policy to mitigate or eradicate negative or adverse impact on specific groups, including resource implications.</p>	<b>EqIA Action Plan</b>				
	<b>Action</b>	<b>Lead Officer</b>	<b>Date for completion</b>	<b>Resource requirements</b>	<b>Comments</b>
	Deliver public consultation plan regarding Draft IRMP and Action Plan 2017/18	AC Dave Pemberton	10 <sup>th</sup> March 2017	Consultation lead and team	Completed
	Negotiations with staff and representative bodies	DCFO Rob Moyney, AC Dave Pemberton	10 <sup>th</sup> March 2017	HR advice, Admin Support	Completed
	Fire Authority agreement	DCFO Rob Moyney	July 2017		
	Project Team appointed to manage the changes	AC Dave Pemberton	July 2017	Programme Manager, project managers and administration support	
	Engage with affected staff	AC Dave Pemberton, DCFO Rob Moyney	December 2016	HR lead with support from relevant staff	Completed
(2) Review and Monitoring: State how and when you will monitor policy and Action Plan	The draft IRMP will be reviewed annually and Action Plans produced for each year of its 3-year lifespan.				

**An Equality Impact Assessment/ Analysis on this option was originally undertaken on 1<sup>st</sup> November 2016. It will continue to be reviewed once the IRMP is agreed and progresses through the implementation phases.**